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ABSTRACT

This book highlights the major problems and stressors of being a woman in business and management and outlines some strategies that women managers can use to eliminate barriers and break through the glass ceiling. Chapter 1 provides an overview of women in management and business in the 1990s. Chapter 2 explores the nature of stress, costs of stress to women in business and management, and differences between pressures experienced by male and female executives. Chapter 3 focuses on sources of managerial stress unique to women managers and on the more general managerial skills they need to cope. Chapter 4 examines how the socialization process and personality/behavioral patterns of female managers may affect them in their job of management and make them prone to stress; it explores various strategies women executives use to cope with pressure at work. Chapter 5 highlights the problems associated with the roles women executives play in the work environment. Chapter 6 examines the complexities associated with relationships at work for women managers. Chapter 7 explores issues involved in women managers' limited promotion and career prospects. Chapter 8 focuses on the problems of women managers at different stages in the life-cycle. Chapter 9 addresses what organizations, employers, governments, and unions can do to make life easier for women and emphasizes the need for changing attitudes and behavior. Appendixes include a questionnaire to identify Type A behavior, 241 references, and an index. (YLB)

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